

**Benchmark Va.1.4:** Develop a plan for evaluating the efficacy and delivery of the training.

**Evidence of Completion:** Draft of evaluation plan

The standard curriculum for the Foster Parent Pre-Placement Training is offered in two modalities: online and face-to-face. The online training has a built-in survey mechanism so that users can answer questions regarding the efficacy and content of the training, and the face-to-face training gathers feedback via training evaluations and anecdotal responses.

The evaluation of the Pre-Placement training will be done by examining the qualitative and quantitative data gathered through the online mechanism as well as gathering evaluation results from those agencies who have offered the training in the face-to-face method. The analysis of the data will focus on:

- The efficacy of both modalities in an effort to ensure that multiple learning styles are addressed
- The level of understanding of the material, including key pieces of information gained in each module
- Ease of use of the online training for learners of varying levels of comfort with technology
- Additional topics to cover in future trainings
- The length of time to complete the online modules in an effort to compare with the time required for the face-to-face training

Examples of qualitative survey questions include:

- “What is one key piece of information that you want to take away from this module or training?”
- “What topics would you like to learn more about?”
- “Was there anything missing in this module or training?”

At least one quantitative question was included, which was to ask on a scale of one to four, how helpful the information was to foster parents. The qualitative data will be reviewed for trends in responses as well as any outliers, as well as to denote topics to cover in future trainings for foster parents. A survey will also be conducted of Foster Care Coordinators of the efficacy of the Licensor Guide, which is a companion piece to the online training for Foster Care Coordinators to gauge the level of understanding and comfort with the material.

The intent behind the analysis of the data is to ensure efficacy of training as well as to evaluate the delivery methods, both to continually assess and potentially modify this curriculum but also to inform development of future trainings.